



# ALL INDIA GRADUATE ENGINEERS & TELECOM OFFICERS ASSOCIATION

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**No: CHQ/AIGETOA/328**

**Dated: 30<sup>th</sup> June 2011**

To,

Sh. R. K. Upadhyay  
CMD BSNL

**Subject: request for meeting regarding various pending issues.**

Dear Sir,

I am highly grateful to your kind for sparing your valuable time on 2<sup>nd</sup> June 2011, We had a very positive discussion and approach of your kind was very motivating for all the young brigade of this company.

In view of the current situation of our beloved company, this association has completely committed itself and our members to your kind's suggestion for working whole heartedly for the company and performing our duties with utmost sincerity and honesty with complete and utmost belief that our long pending issues will be resolved amicably and automatically by HR and Finance wing of Management.

We have been assured in our last meeting with Sr. GM (SR) that issues will be resolved in a time bound manner but it is regrettable that process of resolution of various pending issues is not seeing the light of the day even after passage of near about four months.

I would request your kind to provide us slot for detailed meeting w.r.t. the issues attached herewith. I am very much sure that it will not only make us to know the detail position of the issues but also will strengthen the mutual trust and motivation of the young executives.

Regards,

*R P Shahu*  
(R P Shahu)

Copy to:-

1. Sr. GM (SR), BSNL Co.

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## Agenda points

1. **Standardization of executive pay scale i.e. E-2 for JTO/JAO and E-3 for SDE/AO and so on:** *We have given our affirmation to the committee's proposal for providing E1+5 increments as an interim solution for newly recruited executives of 2007 batch onwards till finalization of standard E2 scale for JTO/JAO/Equivalent and E3 for SDE/AO/equivalent is decided by BSNL so that executives facing loss of pay and losing interest on EPF may be benefitted. In spite of assurance being given by management side that this issue will be resolved at the earliest, till date nothing has come out creating a lot of confusion and demotivation amongst the newly recruited executives.*
  
2. **Implementation of DoPT guidelines for fixation of inter-se-seniority between the direct recruitees and promotee executives:** Though the issue was resolved in the previous agenda meetings under the chairmanship of CMD BSNL, yet establishment cell has lingered on this issue despite the resolution being clearly stated in the minutes of meetings that has been published. Moreover, ignoring all our objections, BSNL CO has moved ahead with DPC and promotion in seniority-cum fitness quota, though reply to our objections and issues raised is yet pending with establishment cell. This association, without compromising on the demand of time bound functional promotion based on performance, qualification and work experience, Request BSNL-Management to immediately implement DOP&T guideline to fix the inter-se-seniority among Direct Recruittee and promotee JTOs (Issue is already resolved in our agenda meeting). This association requests the personal intervention of our honorable CMD to instruct establishment section of BSNL CO to refrain from putting hurdles and dragging for indefinite time on the already resolved issue.

Further, we request you to immediately conduct LDCE for JTO to TES Group-B. Our executives are waiting for their first functional promotion even after 10 years of service in BSNL. Though the issue has been deliberated many times with personnel wing and they are working with positive approach, we request your intervention for expediting the process of LDCE so that most of the eligible candidates may get promotion.

3. **First time bound upgradation in four years in respect of executives without any discrimination:** We are grateful that existing promotion policy which was also with held without any reason has been implemented by personnel wing of BSNL CO due to which many of the new recruitee batches will get first time bound upgradation in four years now but uniform period of four years for first time bound upgradation for all batches has yet not been implemented. We request management for the same.
4. **Implementation of 30% superannuation benefit to executives as per the second PRC recommendation:** In spite of the clear cut recommendations from the 2<sup>nd</sup> PRC and favorable observation of Sr. GM (Legal), BSNL after the examining the issue, and also clarification in regard to leave encashment by DPE, the implementation is yet to see the light of the day despite of several assurances by management in this regard. We request management to immediately implement this in BSNL also inline with the approach adopted by most of the PSUs which will not only go a long way in securing the future of all the direct recruitees of the company but also will impart a great deal of motivation in them.
5. **Separate recognition and equal privilege to AIGETOA as of SNEA and AIBSNLEA:** Despite of more than 10 years of formation of BSNL, SNEA and BSNLEA have been given temporary recognition on the pretext of themselves being the old DoT association. While, this temporary measure has been continued sine-die, AIGETOA – the strongest voice of the direct recruits in BSNL also demands grant of recognition and equal privilege with SNEA and AIBSNLEA.
6. **EPF anomalies:** Despite of more than 10 years of formation of BSNL, our various EPF anomalies have yet not been resolved even though we have been able to obtain several favorable orders from EPFO in this regard. The anomalies are so prevalent that most of our executives are not able to touch their money deposited in EPF which is one of the social benefits assured by Government of India. Moreover, with EPFO deciding to stop payment of interest on inoperative accounts April 2011 onwards, our all the executives who have been transferred to new SSAs are going to be at a huge loss due to non-transfer of their old accounts to the new accounts and hence result in loss of interest on the amount deposited in old account.

7. **Enhancement of quantum of maternity leave and introduction of child care leave in BSNL:** This is also one of the social benefits schemes being implemented by Government of India as a women empowerment measure. BSNL has a history of best social practices but depriving its own female employees from child care leave is against the social image of the company. Most of the PSUs have already introduced child care leave after sixth pay recommendation. BSNL management is requested to immediately introduce child care leave in respect of female employees.

**At the end, we would like to emphasize once again that this association and our members are always interested in working whole heartedly for the company, leaving aside the resolution of the issues to the management but at the same time , we also hope and expect that management may also walk some extra miles for the speedy resolution of the genuine issues which are pending for since quite a long time and are discouraging and de-motivating our members to concentrate themselves fully on the work.**

Regards,  
*Armit Roy*  
f (R P Shahu)